

PY16 Lieutenant Continuation Board

Frequently Asked Questions (FAQs)

Q: What is continuation?

A: Continuation is a tool, authorized by 14 USC 283, which allows a selection board to choose those best-qualified permanent regular officers, who would otherwise be mandatorily separated due to twice non-selection for promotion, and allow them to continue to serve on Active Duty. The Commandant approves the convening of Continuation Boards through the Officer Corps Management Plan (OCMP).

Q: Why was a continuation board convened in Promotion Year (PY) 2016?

A: In late February PSC identified an assignment shortage of more than 90 billets, primarily at O-3 and below. PSC is aggressively responding to the current shortfall by using all of the tools at our disposal in an attempt to limit the billet gap in AY16 including increased Direct Commission Officer (DCO) accessions, Extended Active Duty contracts, retired recall for recently non-selected retirement eligible LTs, and finally the LT Continuation Board. By holding a LT Continuation Board PSC will target those best qualified officers for continuation.

Q: I do not recall hearing about continuation boards being used in the past. Is this the first LT Continuation Board that has been held?

A: No, the Coast Guard regularly held LT Continuation Boards throughout the early 2000s, with the last one occurring in PY10.

Q: Who was eligible to be considered for continuation?

A: The candidates for the PY16 LT Continuation Board were those regular officers that have been twice non-selected for promotion to LCDR and have less than 18 years time in service as of 30 June 2016. Retirement eligible lieutenants are not eligible for continuation in accordance with U.S. law.

Q: How many officers were approved for continuation?

A: This information will be released to the Service via ALCGPSC once the Commandant approves the results of the Board

Q: Was there a specific Opportunity of Selection (OOS) for this Board?

A: No, the Board was authorized, but not required, to select all but one of the best-qualified officers presented to them.

Q: Was officer specialty taken into consideration during the board?

A: No. Although continuation boards are authorized to target specific specialties, due to the current service need for LTs all officers that met the eligibility standards, regardless of specialty, were considered for continuation.

Q: Do I have to accept continuation?

A: No. Officers that are approved for continuation are under no obligation to accept continuation.

Q: If I accept continuation, is there a mandatory commitment period?

A: Continuation will be offered for a minimum period of two years. Voluntary resignations during that time will typically be considered under the same requirements as other regular separation requests (i.e. six-month notice, during the standard separation window, completed obligated service from PCS or training, etc.). If approved, you are entitled to applicable mandatory separation benefits.

Q: How will I find out if I was continued?

A: Once the board results are approved by the Commandant, assignment officers from PSC-OPM-2 will attempt to contact the continued officers and offer them assignments.

Q: How long is the continuation period?

A: Per U.S. law, continued officers must be continued for a period of two to four years.

Q: When and where will I be assigned?

A: Once the Commandant has approved the continuation board results your assignment officer will contact you to discuss assignment options.

Q: Can I stay in my current billet?

A: All assignment decisions will be addressed on a case by case basis.

Q: What should I do if I am on terminal or administrative leave when the Board results are approved?

A: Any officer that was considered by the Board and is interested in the opportunity to be continued should contact their respective assignment officer. Additionally, you should provide your assignment officer with contact information (email and phone) so they can get in touch with you while you are on leave. Additionally, please ensure your personal contact information is updated in Direct Access.

Q: I've already begun my separation and HHG move. Can I still be continued?

A: Yes. If you are continued you should work with your SPO and Transportation Office to coordinate required actions to ensure your PCS to your new assignment is not impacted.

Q: Once I am notified of my selection for continuation, how much time will I have to make a decision on whether or not to accept?

A: In most cases, once an assignment officer has contacted you and provided you with potential assignments, you'll have 5 days to indicate whether or not you intend to continue on active duty.

Q: Will I obligate any service if I am continued?

A: Yes. If you accept orders to an INCONUS billet you will incur 1 year obligated service and 2 years for OCONUS orders, as you would with any PCS assignment.

Q: Will I continue to be considered for promotion to LCDR while I'm continued?

A: Yes, continued officers will remain on the ADPL and will be considered for selection to LCDR as an above-zone candidate. As such, continued officers should take steps to review their official record to ensure it is prepared for the next selection board. Directions on how to obtain a copy of your EI-PDR is listed on the PSC PSD-BOPS-MR website at <http://www.uscg.mil/psd/mr/>.

Q: If I am non-selected for LCDR in PY17, will I immediately be processed for separation after only one year of continuation?

A: No, continued officers will remain on active duty and continue to be considered for promotion until you complete your continuation term.

Q: If I am recommended for continuation but decline the offer, can I keep separations pay?

A: Yes, an officer that declines continuation and was previously eligible for separation pay due to involuntary separation from the Service remains eligible for separation pay.

Q: Will I still get separations pay if I accept continuation?

A: Yes, any member that currently qualifies for separations pay will still receive their separations pay upon completion of their continuation term.

Q: If I reach 18 years of service during my continuation period, will I be allowed to continue on until I am eligible to retire even if I am not selected for promotion?

A: Yes, if you complete at least 18 years of active service you will be retained on active duty and retired on the last day of the month in which you complete 20 years of active service. This is known as the 18 year lock.

Q: If I am continued, can I serve longer than 20 years in the service (Active Duty time)?

A: No. If you completed at least 20 years of active service while on continuation, or are eligible for retirement under any law, you will be retired on last day of the month in which you complete 20 years of active service unless you are selected for promotion to LCDR.

Q: Will a continuation board be held in PY17?

A: A continuation board is convened when the Commandant decides there is a Service need. The Commandant will approve the PY17 Officer Corps Management Plan this spring at which time the officer corps will be notified of any plans to hold a continuation board. In addition all officers should read the ALCGPSC message "PROMOTION YEAR 2017 (PY17) ACTIVE DUTY PROMOTION LIST (ADPL) SELECTION AND CONTINUATION BOARDS FOR RADM, RDML, CAPT, CDR, LCDR, AND LT", once it is released this spring.

Q: Since the end of the regular evaluation period for a lieutenant is not until June 1st, how are the most recent accomplishments and performance of continuation candidates reflected in the member's record?

A: Due to the accelerated timeline none of the candidates for continuation included new Officer Evaluation Reports in their record since the PY16 Lieutenant Selection Board; therefore no officer was placed at an unfair disadvantage.

Q: If a candidate for continuation was selected in the most recent Regular to Reserve Selection Board for a reserve commission, will that decision be known by the continuation board?

A: The results of the latest Regular to Reserve Selection Board were not presented to the Continuation Board and had no bearing on the Continuation Board's selection process.